



General Assembly

***Substitute Bill No. 5619***

*February Session, 2000*

***An Act Studying Paid Family And Medical Leave.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1     The Secretary of the Office of Policy and Management, in  
2     consultation with the Permanent Commission on the Status of Women,  
3     the Commission on Aging, the Commission on Children and the  
4     chairpersons and ranking members of the joint standing committee of  
5     the General Assembly having cognizance of matters relating to labor  
6     and public employees, or their designees, shall hire a consultant, in  
7     accordance with part II of chapter 55a of the general statutes, to  
8     conduct a pilot study of the costs and benefits of providing wage  
9     replacement to employees who take family and medical leave in  
10    Connecticut. Components of the study shall include (1) projected  
11    utilization of wage-replaced family and medical leave, (2) the  
12    percentage of family and medical leave that is currently taken and is  
13    fully or partially paid under existing employer policies, and the  
14    potential impact that a state program would have on these employer  
15    policies, (3) the impact that providing wage replacement during family  
16    and medical leave has on costs incurred in other government programs  
17    such as temporary family assistance, unemployment compensation,  
18    and Medicaid reimbursement for care provided at nursing homes, (4)  
19    the public health costs associated with not providing wage  
20    replacement during family and medical leave, including the frequency  
21    and cost of deferring medical treatment and the impact on infant care,

22 elder care, and care for other disabled family members, (5) the impact  
23 on employers of providing a state family and medical leave benefit for  
24 employees, including the impact on overall employment, retention,  
25 recruitment and training costs, and productivity, and (6) the costs of  
26 providing wage replacement through existing state insurance systems  
27 such as unemployment insurance and through new temporary  
28 disability insurance or a new family and medical leave insurance  
29 account. On or before January 1, 2001, the secretary shall report the  
30 findings of the consultant and any proposed legislation to the joint  
31 standing committee of the General Assembly having cognizance of  
32 matters relating to labor and public employees.

**FIN Committee Vote:** Yea 44 Nay 0 JFS